



Shelby County Government

A C Wharton, Jr.
Mayor

January 26, 2009

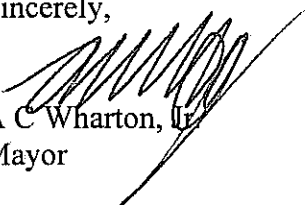
The Honorable Deidre Malone
Chairman, Shelby County Board of Commissioners
160 North Main, Suite 450
Memphis, Tennessee 38103

Dear Chairman Malone:

Pursuant to the rules and regulations governing the Memphis and Shelby County Industrial Development Corporation, I hereby nominate Davida Cruthird for appointment to the above-mentioned board. Ms. Cruthird will fill the unexpired term of William Taylor who has resigned.

For your use, biographical information is attached and approval of the Board of Commissioners will be appreciated.

Sincerely,



A C Wharton, Jr.
Mayor

ACW//lar
Encl

SUMMARY

I. Description of Item

This resolution appoints one new member to the Memphis and Shelby County Industrial Development Corporation.

II. Source and Amount of Funding

III. Contract Items

A. Type of Contract – N/A

B. Terms – N/A

IV. Additional Information Relevant to Approval of this Item

The Memphis and Shelby County Industrial Development Corporation members are appointed for a term of six years. Ms. Cruthird will be filling the unexpired term of William Taylor who has resigned and said term will expire on December 31, 2010. This will be the first term for Ms. Cruthird.

Board Members

<i>Appointments</i>	<i>Resolution Date</i>	<i>Expire Date</i>	<i>Member Since</i>	<i>Race</i>	<i>Term</i>
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M/SC Industrial Development Corp.

Mr. Melvin Burgess II	07/07/2008	12/31/2013	07/07/2008	BM	6
Commissioner Sidney Chism - ex of	09/11/2006				
Mr. William Gillon	07/07/2008	12/31/2013	07/07/2008	WM	6
Mr. Dick Leike	07/07/2008	12/31/2009	07/07/2008	WM	6
Commissioner Steve Mulroy - ex off	09/11/2006				
Mr. Clifford Stockton, Sr. - joint me	07/07/2008	02/21/2014	04/19/2007	BM	6
Mr. William Taylor - resigned	04/23/2007	12/31/2010	04/23/2007		6

Board/Commission

Division of County Government

Name: David M. Cruthird

Date of Birth: 11-26-71 Race Black M F x

Business Name: BRIDGES, USA

Business Address: 477 N. Fifth Street Zip: 38116 Phone 260-8709

E-mail dcruthird@bridgesusa.org Fax 527-0867

Education: Graduate Student University of Phoenix MBA; Undergraduate Degree BS Degree Political Science 5/94

Name of Spouse: N/A Number of Children 0

Home Address: 5062 Chatfield Drive Zip 38116 Phone 281-2577

Resident of Shelby County 37 years.

Have you ever been convicted of a felony? Yes No ✓

I give authorization to Shelby County Government to request that the Shelby County Sheriff's Department perform a background check. Yes ✓ No

I also understand that other sources including the official state websites listing sexual predators and a check of outstanding balances owed to departments and offices of county government may be performed.

List any affiliation or ownership interest you have in any business, corporation, or partnership, and if such business contracts with or sells products or services to Shelby County Government.

N/A

List members of family, where employed, and whether or not their employer contracts with or sells products or services to Shelby County Government.

N/A

David M. Cruthird
Signature

1-28-09
Date

(For Office Use Only)

Attendance Record (if applicable)

No. of Meetings No. Attend No. Absent

Disposition:

Approval Resolution Item #

**NOTICE TO ALL PROSPECTIVE APPOINTEES TO SHELBY COUNTY BOARDS,
AUTHORITIES OR COMMISSIONS**

Pursuant to Resolution #26 adopted July 26, 1993, as amended, each person who submits his or her name for nomination to serve on a board, authority, or commission subject to approval by the Shelby County Board of Commissioners shall submit a list of all private county, social, athletic or professional clubs of which that person is a member. In the event it is determined that any such clubs are discriminatory in choosing their members on the basis of race, sex, or religion, the Shelby County Board of Commissioners may use this information in voting to reject the nominee.

Pursuant to the aforementioned Resolution you are hereby required to list all private country, social, athletic or professional clubs of which you belong.

- Society of Human Resources Management (SHRM)
WorkForce
- 1 Chair, WorkReadiness and Community Relations
 - 2 Impact Memphis Member
 - 3 Memphis Urban League Young Professionals
 - 4 _____
 - 5 _____
 - 6 _____
 - 7 _____
 - 8 _____

List below any of the aforementioned clubs of which you belong that do not have female members.

- 1 _____
- 2 _____
- 3 _____
- 4 _____

List below any of the aforementioned clubs of which you belong that do not have minority group members (e.g., African American, Hispanic, Asian).

1 _____
2 _____
3 _____
4 _____

Do any of the aforementioned clubs of which you belong discriminate in selecting members based on race, sex, or religion?

Circle Below:

Yes ☒ No

Submitted: David M. Cruthird
(Print Name)

Signature: David M. Cruthird

Date: 1-28-09

GRATUITY DISCLOSURE FORM

Shelby County Ethics Commission

INSTRUCTIONS: This form is for all persons receiving any Shelby County Government contract, land use approval or financial grant money to report any gratuity that has been given, directly or indirectly, to any elected official, employee or appointee (including their spouses and immediate family members) who is involved in the decision regarding the contract, land use approval, or financial grant of money.

1. NAME

N/A

2. DATE OF GRATUITY

N/A

3. NATURE AND PURPOSE OF THE GRATUITY

N/A

4. NAME OF THE OFFICIAL, EMPLOYEE, APPOINTEE, OR FAMILY MEMBER WHO RECEIVED THE GRATUITY

N/A

5. NAME OF THE PERSON OR ENTITY THAT PROVIDED THE GRATUITY

N/A

6. ADDRESS OF THE PERSON OR ENTITY THAT PROVIDED THE GRATUITY

N/A

7. DESCRIPTION OF THE GRATUITY

N/A

8. COST OF THE GRATUITY (If cost is unknown and not reasonably discernible by the person giving the gratuity, then the person giving the gratuity shall report a good faith estimate of the cost of the gratuity.)

N/A

9. The information contained in this Gratuity Disclosure Form, and any supporting documentation or materials referenced herein or submitted herewith, is true and correct to the best of my knowledge, information and belief and affirm that I have not given, directly or indirectly, any gratuity to any elected official, employee or appointee (including spouse and immediate family members) that has not been disclosed and I affirm that I have not violated the provisions of the Shelby County Government Code of Ethics.

David M. Cruthird
Signature

1-28-09
Date

David M. Cruthird
Print Name

A copy of your completed form will be placed on the Shelby County Internet website.

David M. Cruthird

5262 Chatfield Drive
cruthirddavida@yahoo.com

♣ Memphis, TN 38116 ♣ (901) 260-3709 /281-2577

Professional Objective

Use executive level position, with a stable organization, to drive work contributions of dedication, knowledgeable work applications, and values-based competencies for positive impacts on organization's market and customer performance.

Skills Profile

Leader/manager with a record of successful, personnel recruitment and placement, job sourcing, mentorship, life-skills development, labor and employee relations, and performance-based compensation planning. Creative solutions-finder with a demonstrated ability to organize, direct and staff program components to achieve organizational objectives. Uses innovation to inform and drive program capacities, resource allocations and client services deliverables.

- Leadership/Management – experienced cultivator of strategic partnerships of benefit to clients, staff, community organizations, area businesses, and services contractors. Proficient planner and organizer to enable successful project execution. Managed annual operations budgets to deliver training and development services, project planning and administration, enrollments tracking and monitoring, and overall operations goal attainment.
- Team Building – skilled assembler of people from diverse backgrounds and work orientations into a singularly focused force for program goal achievement. Balanced provider of direction and guidance to subordinates and colleagues. Adopted service, growth and integrity as the values for measuring effective market and customer performance.
- Communication – conceptualized and directed print and visual media to facilitate enrollments, contract compliance, client services, customer relations, and community support for work and market initiatives. Strong listening skills to complement ease in displaying public speaking skills and interactions with people, regardless of educational background, social status or economic wherewithal. Perceptive nurturer who values continuous learning, high quality outcomes, and execution excellence.

Experience

Supervised, selected, developed staff personnel; Executed and devised competitive recruitment plans; Identified and recruited candidates from other states for management, mid-level and general level positions. Staffed executive leaders for corporations ranging from \$17 M to \$27M; Staffing responsibilities included attracting senior management candidates, conducted prescreens; Coordinated and participated in career fairs, university fairs, medical fairs, and national conferences; Coordinated panel interviews and interview guidelines; Strategic staffing implementation plans and selection tools to be consistent in best practice; Usage of traditional and out of the box recruitment methods.

BRIDGES: WORKBRIDGE Inc., Memphis, TN

Workforce Development Department

Director of Staffing Services

Director of Job & Business Development

Job Development Manager

Job Developer

January 2008-Present

January 2008-July 2007

December 2006-July 2007

July 2005-November 2005

Nursing Innovations, Inc., Memphis, TN

Corporate Human Resources Division

Director of Human Resources

Human Resources Manager

Human Resources Generalist

December 2002-December 2004

June 2001– December 2002

March 2001– June 2001

BRIDGES: The Work Place, Inc., Memphis, TN

Department of Workforce Services

Human Resources Manager

February 2000-March 2001

University of Tennessee at Martin, Martin, TN

Department of Housing

Director of Residence Life: Browning Hall

July 1999 – February 2000

The Peabody Hotel, Memphis, TN 38103

Human Resources Department

Recruitment Manager

May 1999 – May 2000

Memphis Urban League, Memphis, TN 38104

Workforce Development Department

Lead Job Developer

February 1998 – May 1999

Memphis & Shelby County Memphis, TN 38103

Office of Planning & Development: Private Industry Council

Employment Specialist

August 1997 – February 1998

Education

Bachelor of Science Degree: Political Science

University of Tennessee at Martin, Graduation 1994

Master's Degree: Public Administration

University of Memphis, 2006

Master's Degree: Business Administration

University of Phoenix Graduation, Pending Graduation 2009

Davida Marie Cruthird

Awards & Recognitions

Continuing Education

<u>Date</u>	<u>Conferring Organization</u>	<u>Type Award/Recognition</u>	<u>For</u>
July 8, 1997	Orange Mound Collaborative, Inc.	Leadership Orange Mound Class of 1997	Nomination: Leadership Orange Mound, 4th classes series
February 15, 1998	Orange Mound Collaborative, Inc.	Certificate of Completion	Leadership Orange Mound - 4th leadership seminar series
February 15, 1998	U. S. Congress	Certificate of Special Congressional Recognition	Meritorious Achievement
February 15, 1998	Tennessee House of Representatives Henri E. Brooks, State Rep District 92	Appointment: Honorary Member of the House of Representatives	Outstanding service to the state and extraordinary interest in Government processes
February 15, 1998	Memphis City Council	Certificate of Appreciation	Outstanding contribution to the community
June 18, 1998	Memphis City Council	Certificate of Recognition	Urban League Volunteer Outstanding Contribution to the community
May, 1999	Memphis Business Journal - News of Record	Media Announcement/Publication	Hiring - Recruitment Manager The Peabody Hotel Group
July 28, 1999	The Peabody Hotel Group - Memphis	Management Incentive Compensation	Contributions to corporate success through creative managerial efforts to positively impact company finances, human resources issues and guest services experiences
November, 1999	The Peabody Hotel Group - Memphis	Award - check, plaque, gift, awards luncheon, and certificate	Leader of the Fourth Quarter
December, 1999	The Commercial Appeal Newspaper and Memphis Woman Magazine	Media Announcement/Publication	Hiring - Recruitment Manager The Peabody Hotel Group

Date**Conferring Organization****Type Award/Recognition****For**

December 15, 1999

The Peabody Hotel Group - Memphis

Certificate of Completion

Phase One: Service Excellence

February 22, 2000

The Work Place, Inc.

Certificate of Achievement

Participation/Successful
Completion of Leadership
Development Training

Fall 2000

University of Tennessee at Martin
Office of Housing

Plaque

Most Improved Hall

March 24, 2001

University of Memphis Institute for
Executive Education and SHRM-
Memphis

Certificate of Completion

**Human Resource Certification
Preparation Course**

August 6, 2001

The Work Place, Inc.
Computer Learning Center

Training Seminar Certificate

Excel 2000 Introduction

September 21, 2001

The Work Place, Inc.
Computer Learning Center

Training Seminar Certificate

PowerPoint 2000 Introduction

October 18, 2001

The Work Place, Inc.

Certificate of Completion

Self-Defense/Safety Class

November 11, 2002

Memphis Business Journal
Shelby County Mayor-elect
A C Wharton, Jr.
Memphis City Council President
Marshall
U of M Exec MBA Program Director6th Annual **Top 40 Under 40**
Awards ProcessExecutive Leadership and
Community Service Award**Continuing Education**

October 12, 1999

John-Carroll-Ellis, LLC

Seminar - 4 contact hours

Tennessee Employment Law:
Inside Out

Spring 2000

Crichton College

1 CEU

Labor Law

October 10, 2002

Executive Leadership Institute

Senior Executive Networking Venue

Leadership/Professional
Development Training

March 3-4, 2003

Goals for Memphis

Leadership Development Class

Emerging Leadership
Development Intensive

January 2006-April 2008

Memphis Leadership Academy

Leadership Development Class

Leadership Fellows Program

References

Bob Booth
Former Chamber Board Member
4780 Princeton Road
Memphis, Tennessee 38117
(901) 219-7230

Barbara Knight
President/CEO
Right Resource Management Group (RRMG)
P. O. Box 1402
Collierville, Tennessee 38027
(901) 634-2296

Darrell Cobbins
President/ CEO
Universal Commercial Real Estate, LLC
50 Peabody Place, Suite 365
Memphis, Tennessee 38103
(901) 503-5917

Blair Taylor
Executive Director
Memphis Tomorrow
22 N. Front Street, Suite 670
Memphis, Tennessee 38103
(901) 322-8080